

**ARTICLE 510**  
**ACADEMIC FREEDOM**

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4 **510.1 Policy.** It is the policy of the University and the UFF to maintain and  
5 encourage full academic freedom. Academic freedom and responsibility are  
6 essential to the full development of a true university and apply to teaching,  
7 research/creative activities, and assigned service. An employee engaged in such  
8 activities shall be free to cultivate a spirit of inquiry and scholarly criticism and to  
9 examine ideas in an atmosphere of freedom and confidence.

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11 **510.2 Academic Freedom.** Academic freedom is the freedom to teach, both in and  
12 outside the classroom, to conduct research, and to publish the results of that  
13 research. Consistent with the exercise of academic responsibility, employees shall  
14 have freedom to present and discuss their own academic subjects, frankly and  
15 forthrightly, without fear of censorship; ~~and~~ to create and select instructional and  
16 course materials; and to determine grades in accordance with University Policy  
17 Number 4-402 Grading Policy dated December 6, 2006. ies. Objective and skillful  
18 exposition of such subject matter, including the acknowledgment of a variety of  
19 scholarly opinions, is ~~the duty expected~~ of every ~~such~~ employee. ~~Faculty~~  
20 Employees also are ~~also~~ free to address any matter of institutional policy or action.  
21 As individuals, employees are free to express their opinions to the larger  
22 community on any matter of social, political, economic, or other public interest,  
23 without institutional discipline or restraint due to the content of those messages.  
24 Unless specifically authorized by the administration, employees' opinions do not  
25 reflect the policies or official positions of the University of Central Florida.

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27 **510.3 Academic Responsibility.** Academic freedom is accompanied by  
28 corresponding responsibility on the part of employees. ~~F~~University faculty are  
29 members of a learned profession. As scholars and educators, they should remember  
30 that the public may judge their profession and their institution by their  
31 ~~utterances~~remarks. Accordingly, they are ~~obliged-expected~~ to:

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33 (a) Observe and uphold the ethical standards of their disciplines in the  
34 pursuit and communication of scientific and scholarly knowledge;

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36 (b) Adhere to their proper roles as teachers, researchers, intellectual mentors,  
37 or counselors;

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39           (c) Respect students, staff, and colleagues as individuals; treat them in a  
40 professional manner; and avoid any exploitation of such persons for private  
41 advantage.

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43           (d) Respect the integrity of the evaluation process, by evaluating students,  
44 staff, and colleagues fairly according to the criteria the evaluation process  
45 specifies;

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47           (e) Contribute to the orderly and effective functioning of their academic unit  
48 i.e., program, department, school and/or college and/or the University;

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50           (f) Observe the regulations of the University, provided they do not  
51 contravene the provisions of this Agreement.

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53           (g) Be forthright and honest in the pursuit and communication of scientific  
54 and scholarly knowledge; and

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56           (h) Indicate when appropriate that one is not an institutional  
57 representative unless specifically authorized as such.